



Education and Leadership Subcommittee December 2013 Update

WorkSmart Training

The Education and Leadership Subcommittee found, through a survey of numerous research studies, that women are unlikely to negotiate for their own salary, compared to men.

Highlights of this research include:

- Linda Babcock, author of the book *Women Don't Ask* found that about “7% of women attempted to negotiate, while 57% of men did. Of those people who negotiated, they were able to increase their salary by over 7%.”¹
- According to the National Bureau of Economic Research², “Salary negotiations have the potential to crucially determine labor market outcomes, and gender differences in labor market outcomes,” and found that “men prefer workplaces where negotiations are ambiguous, and in such environments they negotiate more than women.”

The Subcommittee found that empowering women to negotiate for their own salary, benefits and working conditions can be one effective way to close Montana’s wage gap. The Subcommittee identified The Wage Project³ as the best training program available, and Montana will hold its first WorkSmart training on January 31st in Helena. This event will follow a train-the-trainer model, which will provide women in every corner of Montana the opportunity to attend WorkSmart trainings through Job Services and other community providers. ASMSU, the student government of MSU, will also be providing a similar program, SmartStart, through the Wage Project, targeted to college students and recent graduates just starting their career.

Equal Pay Summit

As the Task Force reported in September 2013, the causes of the wage gap run the gamut. In order to best address these myriad issues, the Education and Leadership Subcommittee decided to host a summit in Bozeman in conjunction with Lily Ledbetter’s visit on March 31-April 1. This summit will include salary negotiation training as well as three tracks focused on drawing from the knowledge and experience of experts who are working right now to promote women in the workplace and in leadership positions. These tracks are:

1. Defining “Pink Collar” Jobs: Expanding Career Opportunities for Women
2. Shattering the Glass Ceiling: Women in Corporate, Nonprofit, and Public Leadership
3. Having it All: Work Life Integration

¹ <http://www.forbes.com/sites/dailymuse/2013/06/17/why-women-must-ask-the-right-way-negotiation-advice-from-stanfords-margaret-a-neale/>

² <http://www.nber.org/papers/w18511.pdf>

³ www.wageproject.org